



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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October 14, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

35-A October 14, 2014

Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

EMPLOYEE RELATIONS COMMISSION (ERCOM) RESTRUCTURING (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

SUBJECT

Approve the accompanying ordinance related to the Employee Relations Commission (ERCOM) Restructuring.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance prepared by County Counsel, amending Title 5 – Personnel of the Los Angeles County Code, related to the Employee Relations Commission, adding an alternate process relating to the appointment of a commissioner to position C.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The ERCOM has not had a quorum for over a year. As a result, hundreds of Requests for Arbitration and numerous charges of Unfair Labor Practices have not been processed and set for hearings, adversely affecting employee relations.

The office of the CEO and a committee of employee organizations have, to date, not agreed on joint nominees to position C of the Commission. This ordinance will permit both the CEO and employee organizations to independently submit nominees for position C. Your Board, in your discretion, may

then appoint the commissioner for position C from the nominees submitted.

Implementation of Strategic Plan Goals

The action recommended in this letter furthers the County of Los Angeles Strategic Plan Goal of Operational Effectiveness to enhance the quality and productivity of the County workforce.

FISCAL IMPACT/FINANCING

Actual expenditures will be determined by the number of hours commissioners will spend on activities for the Employee Relations Commission.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Employee Relations Commission (ERCOM) is the administrative body that governs labor relations for the County. ERCOM determines appropriate bargaining units, who will represent them, and what classifications will be represented in each unit. ERCOM also decides whether or not anyone has violated the Employee Relations Ordinance, and if so, how it should be remedied.

The attached ordinance will permit both the CEO and employee organizations to independently submit nominees for the third position on the commission, position C. Your board may then appoint the commissioner for position C from the nominees submitted.

The accompanying amendment has been approved as to form by the County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementation of this change is expected to improve efficiency in the provision of public services.

The Honorable Board of Supervisors

10/14/2014

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "W. Fujioka", followed by a small "for" written in a similar cursive style.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:BC:JA

MTK:rld

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller